



July 14, 2016

The Honorable Kurt Schrader  
U.S. House of Representatives  
2431 Rayburn House Office Building  
Washington, D.C. 20515

Dear Representative Schrader:

On behalf of the 23 million self-employed Americans, the National Association for the Self-Employed, the nation's leading advocate and resource for self-employed and micro-businesses, voices its strong support for the *Overtime Reform and Enhancement Act*.

We were dismayed that the Department of Labor was seemingly tone deaf in understanding the enormous impact the regulation would have on non-profits, micro-businesses, and the business community as a whole. The NASE believes strongly that any new rule or regulation that has such a significant impact on small business' bottom-line, must be given a reasonable timeline for implementation and should be scaled appropriately in order to ensure businesses can continue to grow and succeed while complying with the law.

The thoughtfulness and understanding that you have shown in the complexity of the situation is shown in the bill language. As the economic engine of our local and national economies, small businesses must be given time to plan for financial changes to their businesses. *The Overtime Reform and Enhancement Act's* phase in of the proposed regulations will provide businesses an opportunity to comply while also ensuring the continued success and growth of our small business community. This phased system would guarantee small businesses a fair chance to protect their employees and plan for future regulatory costs. It is essential that a serious new rule such as this gives the small business community adequate time to prepare.

Thank you Congressman Schrader for your leadership on this issue and the NASE is proud to work with you on this important legislation.

Sincerely,

A handwritten signature in black ink that reads "Katie Vlietstra". The signature is written in a cursive, flowing style.

Katie Vlietstra Wonnemberg  
Vice President of Government Affairs and Public Relations